



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS

DEPARTMENT OF ECONOMICS, MARKETING AND ENTREPRENEURSHIP

EXAMINATION PAPER

COURSE CODE : MBA523
COURSE TITLE : CHANGE MANAGEMENT
DURATION : 3 Hours
DATE :

27 NOV 2025

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. **Section A** is compulsory
3. Answer any **FOUR (3)** questions from **Section B**
4. Begin each question on a new page.
5. The number of marks for each question or part question is shown in brackets []

SECTION A: Case Study

QUESTION 1

Failure of the FiRe Control project

The FiRe Control project involved replacing the control rooms in 46 local Fire and Rescue Services across England with a network of nine purpose-built regional control centres that were to be linked by a new national computer system. This new interlinked network was designed to enable fire brigades to be directed more easily to the scenes of large emergencies, such as terrorist attacks, industrial accidents, rail crashes or floods, and to improve national resilience.

The project was launched in 2004 with a budget of £70 million, but, following a series of delays and difficulties, was terminated in December 2010, with none of the original objectives achieved and a minimum of £469 million being wasted. Eight of the purpose-built centres had been empty for up to three years, at a cost of £4 million a month in maintenance, because the new computer system had not been delivered. In April 2010, members of Parliament (MPs) on the Communities and Local Government Select Committee were critical of the way the project was being managed but expressed the view that because so much money had already been spent, the project should continue and would eventually reap benefits. The Fire Brigades Union (FBU) disagreed and argued that to continue would involve 'throwing good money after bad'. However, Shahid Malik, the then fire minister, backed the committee's view that the project should go ahead: 'The government agrees with the select committee that the FiReControl project should continue with renewed vigour.' Not everybody was happy with this recommendation.

John McDonnell MP, FBU parliamentary group secretary, said on BBC Radio 4's *Face the Facts* (29 August 2010): It is very difficult for senior civil servants, ministers and secretaries of state to admit they have made a mistake ... What usually happens is rather than admit a mistake they throw more money at it and try to save the phenomenon. In September 2011, Margaret Hodge MP, chair of the Public Accounts Committee (PAC), described the FiReControl project as a complete failure. The PAC heard that the department in charge of the project had failed to secure the cooperation of the locally accountable and independent Fire and Rescue Services and had attempted to rush the project without a proper understanding of the costs or risks. When the project was finally cancelled, Matt Wrack, general secretary of the FBU, said: 'We have been sounding the alarm about this project for seven years, often as a lone voice, and this decision shows that we were right.'

QUESTIONS

- a) Discuss the causes of the FiReControl Project failure. (15 marks)
- b) Evaluate the rationale behind the delayed abandonment of the FiRe Control project by the government. (15 marks)
- c) In light of the above case evaluate the significance of organisational learning. (10 marks)

(Total 40 marks)

SECTION B: Answer any (3) questions

Question 2

Critically examine the divergent characteristics of change leaders and status quo managers as well as their propensity of spearheading organizational success in the contemporary business environments. (20 marks)

Total marks [20]

Question 3

Making use of examples critique the significance of Davis, Bagozzi and Warshaw (1989)'s Technology Adoption Model (TAM) in change management endeavours. (20 marks)

Total marks [20]

Question 4

Critically examine the contribution of Kubler-Ross' copying cycle when operationalizing organizational change. (20 marks)

Total marks [20]

Question 5

Examine the significance of Maslow's Hierarchy of needs as a foundational framework for orchestrating change. (20 marks)

Total marks [20]

.....**END OF THE EXAMINATION**.....

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STATISTICAL FORMULAE

Sample Variance: $s^2 = \frac{\sum(x-\bar{x})^2}{n-1}$

Sample Standard Deviation: $s = \sqrt{\frac{\sum(x-\bar{x})^2}{n-1}}$

Product moment correlation coefficient:

$$r_{xy} = \frac{n \sum xy - \sum x \sum y}{\sqrt{[n \sum x^2 - (\sum x)^2][n \sum y^2 - (\sum y)^2]}}$$

Spearman's rank order correlation coefficient: $r_{ho} = 1 - \frac{6 \sum d^2}{n(n^2-1)}$

Kendall Tau's correlation coefficient $r_k = \frac{C-D}{C+D}$ or $r_k = \frac{S}{n(n-1)}$

Chi-squared Test Statistic: $\chi^2 = \sum \frac{(O-E)^2}{E}$

Z-score: $Z = \frac{x-\bar{x}}{s}$

Standardisation: $Z = \frac{x-\mu}{\sigma}$ Where $Z \sim N(0,1)$

T-score: $T = 50 + 10\left(\frac{x-\bar{x}}{s}\right)$

Student t-test: $t = \frac{\sqrt{(n-1)} \cdot \sum d}{\sqrt{n \sum d^2 - (\sum d)^2}}$

Total Sum of Squares $TSS = \sum x_{ij}^2 - \frac{G^2}{N}$

Group Sum of Squares $GSS = \sum \frac{T^2}{n} - \frac{G^2}{N}$

Block Sum of Squares $BSS = \sum \frac{B^2}{b} - \frac{G^2}{N}$

Residual Sum of Squares: One-way $RSS = TSS - GSS$

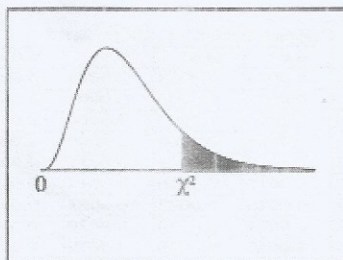
Residual Sum of Squares: Two-way $RSS = TSS - (GSS + BSS)$



Area under the Normal Curve $P(Z \leq z)$ From -3.49 to 3.62

z	0	0.01	0.02	0.03	0.04	0.05	0.06	0.07	0.08	0.09
-3.4	0.0003	0.0003	0.0003	0.0003	0.0003	0.0003	0.0003	0.0003	0.0003	0.0002
-3.3	0.0005	0.0005	0.0005	0.0004	0.0004	0.0004	0.0004	0.0004	0.0004	0.0003
-3.2	0.0007	0.0007	0.0006	0.0006	0.0006	0.0006	0.0006	0.0005	0.0005	0.0005
-3.1	0.0010	0.0009	0.0009	0.0009	0.0008	0.0008	0.0008	0.0008	0.0007	0.0007
-3	0.0013	0.0013	0.0013	0.0012	0.0012	0.0011	0.0011	0.0011	0.0010	0.0010
-2.9	0.0019	0.0018	0.0018	0.0017	0.0016	0.0016	0.0015	0.0015	0.0014	0.0014
-2.8	0.0026	0.0025	0.0024	0.0023	0.0023	0.0022	0.0022	0.0021	0.0020	0.0019
-2.7	0.0035	0.0034	0.0033	0.0032	0.0031	0.0030	0.0029	0.0028	0.0027	0.0026
-2.6	0.0047	0.0045	0.0044	0.0043	0.0041	0.0040	0.0039	0.0038	0.0037	0.0036
-2.5	0.0062	0.0060	0.0059	0.0057	0.0055	0.0054	0.0052	0.0051	0.0049	0.0048
-2.4	0.0082	0.0080	0.0078	0.0075	0.0073	0.0071	0.0069	0.0068	0.0066	0.0064
-2.3	0.0107	0.0104	0.0102	0.0099	0.0096	0.0094	0.0091	0.0089	0.0087	0.0084
-2.2	0.0139	0.0136	0.0132	0.0129	0.0125	0.0122	0.0119	0.0116	0.0113	0.0110
-2.1	0.0179	0.0174	0.0170	0.0166	0.0162	0.0158	0.0154	0.0150	0.0146	0.0143
-2	0.0228	0.0222	0.0217	0.0212	0.0207	0.0202	0.0197	0.0192	0.0188	0.0183
-1.9	0.0287	0.0281	0.0274	0.0268	0.0262	0.0256	0.0250	0.0244	0.0239	0.0233
-1.8	0.0359	0.0351	0.0344	0.0336	0.0329	0.0322	0.0314	0.0307	0.0301	0.0294
-1.7	0.0446	0.0436	0.0427	0.0418	0.0409	0.0401	0.0392	0.0384	0.0375	0.0367
-1.6	0.0548	0.0537	0.0526	0.0516	0.0505	0.0495	0.0485	0.0475	0.0465	0.0455
-1.5	0.0668	0.0655	0.0643	0.0630	0.0618	0.0606	0.0594	0.0582	0.0571	0.0559
-1.4	0.0808	0.0793	0.0778	0.0764	0.0749	0.0735	0.0721	0.0708	0.0694	0.0681
-1.3	0.0968	0.0951	0.0934	0.0918	0.0901	0.0885	0.0869	0.0853	0.0838	0.0823
-1.2	0.1151	0.1131	0.1112	0.1093	0.1075	0.1056	0.1038	0.1020	0.1003	0.0985
-1.1	0.1357	0.1335	0.1314	0.1292	0.1271	0.1251	0.1230	0.1210	0.1190	0.1170
-1	0.1587	0.1562	0.1539	0.1515	0.1492	0.1469	0.1446	0.1423	0.1401	0.1379
-0.9	0.1841	0.1814	0.1788	0.1762	0.1736	0.1711	0.1685	0.1660	0.1635	0.1611
-0.8	0.2119	0.2090	0.2061	0.2033	0.2005	0.1977	0.1949	0.1922	0.1894	0.1867
-0.7	0.2420	0.2389	0.2358	0.2327	0.2296	0.2266	0.2236	0.2206	0.2177	0.2148
-0.6	0.2743	0.2709	0.2676	0.2643	0.2611	0.2578	0.2546	0.2514	0.2483	0.2451
-0.5	0.3085	0.3050	0.3015	0.2981	0.2946	0.2912	0.2877	0.2843	0.2810	0.2776
-0.4	0.3446	0.3409	0.3372	0.3336	0.3300	0.3264	0.3228	0.3192	0.3156	0.3121
-0.3	0.3821	0.3783	0.3745	0.3707	0.3669	0.3632	0.3594	0.3557	0.3520	0.3483
-0.2	0.4207	0.4168	0.4129	0.4090	0.4052	0.4013	0.3974	0.3936	0.3897	0.3859
-0.1	0.4602	0.4562	0.4522	0.4483	0.4443	0.4404	0.4364	0.4325	0.4286	0.4247
0	0.5000	0.4960	0.4920	0.4880	0.4840	0.4801	0.4761	0.4721	0.4681	0.4641
0	0.5000	0.5040	0.5080	0.5120	0.5160	0.5199	0.5239	0.5279	0.5319	0.5359
0.1	0.5398	0.5438	0.5478	0.5517	0.5557	0.5596	0.5636	0.5675	0.5714	0.5753
0.2	0.5793	0.5832	0.5871	0.5910	0.5948	0.5987	0.6026	0.6064	0.6103	0.6141
0.3	0.6179	0.6217	0.6255	0.6293	0.6331	0.6368	0.6406	0.6443	0.6480	0.6517
0.4	0.6554	0.6591	0.6628	0.6664	0.6700	0.6736	0.6772	0.6808	0.6844	0.6879
0.5	0.6915	0.6950	0.6985	0.7019	0.7054	0.7088	0.7123	0.7157	0.7190	0.7224
0.6	0.7257	0.7291	0.7324	0.7357	0.7389	0.7422	0.7454	0.7486	0.7517	0.7549
0.7	0.7580	0.7611	0.7642	0.7673	0.7704	0.7734	0.7764	0.7794	0.7823	0.7852
0.8	0.7881	0.7910	0.7939	0.7967	0.7995	0.8023	0.8051	0.8078	0.8106	0.8133
0.9	0.8159	0.8186	0.8212	0.8238	0.8264	0.8289	0.8315	0.8340	0.8365	0.8389
1	0.8413	0.8438	0.8461	0.8485	0.8508	0.8531	0.8554	0.8577	0.8599	0.8621
1.1	0.8643	0.8665	0.8686	0.8708	0.8729	0.8749	0.8770	0.8790	0.8810	0.8830
1.2	0.8849	0.8869	0.8888	0.8907	0.8925	0.8944	0.8962	0.8980	0.8997	0.9015
1.3	0.9032	0.9049	0.9066	0.9082	0.9099	0.9115	0.9131	0.9147	0.9162	0.9177
1.4	0.9192	0.9207	0.9222	0.9236	0.9251	0.9265	0.9279	0.9292	0.9306	0.9319
1.5	0.9332	0.9345	0.9357	0.9370	0.9382	0.9394	0.9406	0.9418	0.9429	0.9441
1.6	0.9452	0.9463	0.9474	0.9484	0.9495	0.9505	0.9515	0.9525	0.9535	0.9545
1.7	0.9554	0.9564	0.9573	0.9582	0.9591	0.9599	0.9608	0.9616	0.9625	0.9633
1.8	0.9641	0.9649	0.9656	0.9664	0.9671	0.9678	0.9686	0.9693	0.9699	0.9706
1.9	0.9713	0.9719	0.9726	0.9732	0.9738	0.9744	0.9750	0.9756	0.9761	0.9767
2	0.9772	0.9778	0.9783	0.9788	0.9793	0.9798	0.9803	0.9808	0.9812	0.9817
2.1	0.9821	0.9826	0.9830	0.9834	0.9838	0.9842	0.9846	0.9850	0.9854	0.9857
2.2	0.9861	0.9864	0.9868	0.9871	0.9875	0.9878	0.9881	0.9884	0.9887	0.9890
2.3	0.9893	0.9896	0.9898	0.9901	0.9904	0.9906	0.9909	0.9911	0.9913	0.9916
2.4	0.9918	0.9920	0.9922	0.9925	0.9927	0.9929	0.9931	0.9932	0.9934	0.9936
2.5	0.9938	0.9940	0.9941	0.9943	0.9945	0.9946	0.9948	0.9949	0.9951	0.9952
2.6	0.9953	0.9955	0.9956	0.9957	0.9959	0.9960	0.9961	0.9962	0.9963	0.9964
2.7	0.9965	0.9966	0.9967	0.9968	0.9969	0.9970	0.9971	0.9972	0.9973	0.9974
2.8	0.9974	0.9975	0.9976	0.9977	0.9977	0.9978	0.9979	0.9979	0.9980	0.9981
2.9	0.9981	0.9982	0.9982	0.9983	0.9984	0.9984	0.9985	0.9985	0.9986	0.9986
3	0.9987	0.9987	0.9987	0.9988	0.9988	0.9989	0.9989	0.9989	0.9990	0.9990
3.1	0.9990	0.9991	0.9991	0.9992	0.9992	0.9992	0.9992	0.9992	0.9993	0.9993
3.2	0.9993	0.9993	0.9994	0.9994	0.9994	0.9994	0.9994	0.9995	0.9995	0.9995
3.3	0.9995	0.9995	0.9995	0.9996	0.9996	0.9996	0.9996	0.9996	0.9996	0.9997
3.4	0.9997	0.9997	0.9997	0.9997	0.9997	0.9997	0.9997	0.9997	0.9997	0.9998
3.5	0.9998	0.9998	0.9998	0.9998	0.9998	0.9998	0.9998	0.9998	0.9998	0.9998
3.6	0.9998	0.9998	0.9999							

Chi-Square Distribution Table



The shaded area is equal to α for $\chi^2 = \chi^2_{\alpha}$.

<i>df</i>	$\chi^2_{.995}$	$\chi^2_{.990}$	$\chi^2_{.975}$	$\chi^2_{.950}$	$\chi^2_{.900}$	$\chi^2_{.100}$	$\chi^2_{.050}$	$\chi^2_{.025}$	$\chi^2_{.010}$	$\chi^2_{.005}$
1	0.000	0.000	0.001	0.004	0.016	2.706	3.841	5.024	6.635	7.879
2	0.010	0.020	0.051	0.103	0.211	4.605	5.991	7.378	9.210	10.597
3	0.072	0.115	0.216	0.352	0.584	6.251	7.815	9.348	11.345	12.838
4	0.207	0.297	0.484	0.711	1.064	7.779	9.488	11.143	13.277	14.860
5	0.412	0.554	0.831	1.145	1.610	9.236	11.070	12.833	15.086	16.750
6	0.676	0.872	1.237	1.635	2.204	10.645	12.592	14.449	16.812	18.548
7	0.989	1.239	1.690	2.167	2.833	12.017	14.067	16.013	18.475	20.278
8	1.344	1.646	2.180	2.733	3.490	13.362	15.507	17.535	20.090	21.955
9	1.735	2.088	2.700	3.325	4.168	14.684	16.919	19.023	21.666	23.589
10	2.156	2.558	3.247	3.940	4.865	15.987	18.307	20.483	23.209	25.188
11	2.603	3.053	3.816	4.575	5.578	17.275	19.675	21.920	24.725	26.757
12	3.074	3.571	4.404	5.226	6.304	18.549	21.026	23.337	26.217	28.300
13	3.565	4.107	5.009	5.892	7.042	19.812	22.362	24.736	27.688	29.819
14	4.075	4.660	5.629	6.571	7.790	21.064	23.685	26.119	29.141	31.319
15	4.601	5.229	6.262	7.261	8.547	22.307	24.996	27.488	30.578	32.801
16	5.142	5.812	6.908	7.962	9.312	23.542	26.296	28.845	32.000	34.267
17	5.697	6.408	7.564	8.672	10.085	24.769	27.587	30.191	33.409	35.718
18	6.265	7.015	8.231	9.390	10.865	25.989	28.869	31.526	34.805	37.156
19	6.844	7.633	8.907	10.117	11.651	27.204	30.144	32.852	36.191	38.582
20	7.434	8.260	9.591	10.851	12.443	28.412	31.410	34.170	37.566	39.997
21	8.034	8.897	10.283	11.591	13.240	29.615	32.671	35.479	38.932	41.401
22	8.643	9.542	10.982	12.338	14.041	30.813	33.924	36.781	40.289	42.796
23	9.260	10.196	11.689	13.091	14.848	32.007	35.172	38.076	41.638	44.181
24	9.886	10.856	12.401	13.848	15.659	33.196	36.415	39.364	42.980	45.559
25	10.520	11.524	13.120	14.611	16.473	34.382	37.652	40.646	44.314	46.928
26	11.160	12.198	13.844	15.379	17.292	35.563	38.885	41.923	45.642	48.290
27	11.808	12.879	14.573	16.151	18.114	36.741	40.113	43.195	46.963	49.645
28	12.461	13.565	15.308	16.928	18.939	37.916	41.337	44.461	48.278	50.993
29	13.121	14.256	16.047	17.708	19.768	39.087	42.557	45.722	49.588	52.336
30	13.787	14.953	16.791	18.493	20.599	40.256	43.773	46.979	50.892	53.672
40	20.707	22.164	24.433	26.509	29.051	51.805	55.758	59.342	63.691	66.766
50	27.991	29.707	32.357	34.764	37.689	63.167	67.505	71.420	76.154	79.490
60	35.534	37.485	40.482	43.188	46.459	74.397	79.082	83.298	88.379	91.952
70	43.275	45.442	48.758	51.739	55.329	85.527	90.531	95.023	100.425	104.215
80	51.172	53.540	57.153	60.391	64.278	96.578	101.879	106.629	112.329	116.321
90	59.196	61.754	65.647	69.126	73.291	107.565	113.145	118.136	124.116	128.299
100	67.328	70.065	74.222	77.929	82.358	118.498	124.342	129.561	135.807	140.169

CRITICAL VALUES for the "F" Distribution, ALPHA = .05.

Denominator DF	Numerator DF									
	1	2	3	4	5	6	7	8	9	10
1	161.448	199.500	215.707	224.583	230.162	233.986	236.768	238.883	240.543	241.882
2	18.513	19.000	19.164	19.247	19.296	19.330	19.353	19.371	19.385	19.396
3	10.128	9.552	9.277	9.117	9.013	8.941	8.887	8.845	8.812	8.786
4	7.709	6.944	6.591	6.388	6.256	6.163	6.094	6.041	5.999	5.964
5	6.608	5.786	5.409	5.192	5.050	4.950	4.876	4.818	4.772	4.735
6	5.987	5.143	4.757	4.534	4.387	4.284	4.207	4.147	4.099	4.060
7	5.591	4.737	4.347	4.120	3.972	3.866	3.787	3.726	3.677	3.637
8	5.318	4.459	4.066	3.838	3.687	3.581	3.500	3.438	3.388	3.347
9	5.117	4.256	3.863	3.633	3.482	3.374	3.293	3.230	3.179	3.137
10	4.965	4.103	3.708	3.478	3.326	3.217	3.135	3.072	3.020	2.978
11	4.844	3.982	3.587	3.357	3.204	3.095	3.012	2.948	2.896	2.854
12	4.747	3.885	3.490	3.259	3.106	2.996	2.913	2.849	2.796	2.753
13	4.667	3.806	3.411	3.179	3.025	2.915	2.832	2.767	2.714	2.671
14	4.600	3.739	3.344	3.112	2.958	2.848	2.764	2.699	2.646	2.602
15	4.543	3.682	3.287	3.056	2.901	2.790	2.707	2.641	2.588	2.544
16	4.494	3.634	3.239	3.007	2.852	2.741	2.657	2.591	2.538	2.494
17	4.451	3.592	3.197	2.965	2.810	2.699	2.614	2.548	2.494	2.450
18	4.414	3.555	3.160	2.928	2.773	2.661	2.577	2.510	2.456	2.412
19	4.381	3.522	3.127	2.895	2.740	2.628	2.544	2.477	2.423	2.378
20	4.351	3.493	3.098	2.866	2.711	2.599	2.514	2.447	2.393	2.348
21	4.325	3.467	3.072	2.840	2.685	2.573	2.488	2.420	2.366	2.321
22	4.301	3.443	3.049	2.817	2.661	2.549	2.464	2.397	2.342	2.297
23	4.279	3.422	3.028	2.796	2.640	2.528	2.442	2.375	2.320	2.275
24	4.260	3.403	3.009	2.776	2.621	2.508	2.423	2.355	2.300	2.255
25	4.242	3.385	2.991	2.759	2.603	2.490	2.405	2.337	2.282	2.236

26	4.225	3.369	2.975	2.743	2.587	2.474	2.388	2.321	2.265	2.220
27	4.210	3.354	2.960	2.728	2.572	2.459	2.373	2.305	2.250	2.204
28	4.196	3.340	2.947	2.714	2.558	2.445	2.359	2.291	2.236	2.190
29	4.183	3.328	2.934	2.701	2.545	2.432	2.346	2.278	2.223	2.177
30	4.171	3.316	2.922	2.690	2.534	2.421	2.334	2.266	2.211	2.165
31	4.160	3.305	2.911	2.679	2.523	2.409	2.323	2.255	2.199	2.153
32	4.149	3.295	2.901	2.668	2.512	2.399	2.313	2.244	2.189	2.142
33	4.139	3.285	2.892	2.659	2.503	2.389	2.303	2.235	2.179	2.133
34	4.130	3.276	2.883	2.650	2.494	2.380	2.294	2.225	2.170	2.123
35	4.121	3.267	2.874	2.641	2.485	2.372	2.285	2.217	2.161	2.114
36	4.113	3.259	2.866	2.634	2.477	2.364	2.277	2.209	2.153	2.106
37	4.105	3.252	2.859	2.626	2.470	2.356	2.270	2.201	2.145	2.098
38	4.098	3.245	2.852	2.619	2.463	2.349	2.262	2.194	2.138	2.091
39	4.091	3.238	2.845	2.612	2.456	2.342	2.255	2.187	2.131	2.084
40	4.085	3.232	2.839	2.606	2.449	2.336	2.249	2.180	2.124	2.077
41	4.079	3.226	2.833	2.600	2.443	2.330	2.243	2.174	2.118	2.071
42	4.073	3.220	2.827	2.594	2.438	2.324	2.237	2.168	2.112	2.065
43	4.067	3.214	2.822	2.589	2.432	2.318	2.232	2.163	2.106	2.059
44	4.062	3.209	2.816	2.584	2.427	2.313	2.226	2.157	2.101	2.054
45	4.057	3.204	2.812	2.579	2.422	2.308	2.221	2.152	2.096	2.049
46	4.052	3.200	2.807	2.574	2.417	2.304	2.216	2.147	2.091	2.044
47	4.047	3.195	2.802	2.570	2.413	2.299	2.212	2.143	2.086	2.039
48	4.043	3.191	2.798	2.565	2.409	2.295	2.207	2.138	2.082	2.035
49	4.038	3.187	2.794	2.561	2.404	2.290	2.203	2.134	2.077	2.030
50	4.034	3.183	2.790	2.557	2.400	2.286	2.199	2.130	2.073	2.026

CRITICAL VALUES for the "F" Distribution, ALPHA = .05.

Denominator DF	Numerator DF									
	1	2	3	4	5	6	7	8	9	10
51	4.030	3.179	2.786	2.553	2.397	2.283	2.195	2.126	2.069	2.022
52	4.027	3.175	2.783	2.550	2.393	2.279	2.192	2.122	2.066	2.018
53	4.023	3.172	2.779	2.546	2.389	2.275	2.188	2.119	2.062	2.015
54	4.020	3.168	2.776	2.543	2.386	2.272	2.185	2.115	2.059	2.011
55	4.016	3.165	2.773	2.540	2.383	2.269	2.181	2.112	2.055	2.008
56	4.013	3.162	2.769	2.537	2.380	2.266	2.178	2.109	2.052	2.005
57	4.010	3.159	2.766	2.534	2.377	2.263	2.175	2.106	2.049	2.001
58	4.007	3.156	2.764	2.531	2.374	2.260	2.172	2.103	2.046	1.998
59	4.004	3.153	2.761	2.528	2.371	2.257	2.169	2.100	2.043	1.995
60	4.001	3.150	2.758	2.525	2.368	2.254	2.167	2.097	2.040	1.993
61	3.998	3.148	2.755	2.523	2.366	2.251	2.164	2.094	2.037	1.990
62	3.996	3.145	2.753	2.520	2.363	2.249	2.161	2.092	2.035	1.987
63	3.993	3.143	2.751	2.518	2.361	2.246	2.159	2.089	2.032	1.985
64	3.991	3.140	2.748	2.515	2.358	2.244	2.156	2.087	2.030	1.982
65	3.989	3.138	2.746	2.513	2.356	2.242	2.154	2.084	2.027	1.980
66	3.986	3.136	2.744	2.511	2.354	2.239	2.152	2.082	2.025	1.977
67	3.984	3.134	2.742	2.509	2.352	2.237	2.150	2.080	2.023	1.975
68	3.982	3.132	2.740	2.507	2.350	2.235	2.148	2.078	2.021	1.973
69	3.980	3.130	2.737	2.505	2.348	2.233	2.145	2.076	2.019	1.971
70	3.978	3.128	2.736	2.503	2.346	2.231	2.143	2.074	2.017	1.969
71	3.976	3.126	2.734	2.501	2.344	2.229	2.142	2.072	2.015	1.967
72	3.974	3.124	2.732	2.499	2.342	2.227	2.140	2.070	2.013	1.965
73	3.972	3.122	2.730	2.497	2.340	2.226	2.138	2.068	2.011	1.963
74	3.970	3.120	2.728	2.495	2.338	2.224	2.136	2.066	2.009	1.961
75	3.968	3.119	2.727	2.494	2.337	2.222	2.134	2.064	2.007	1.959

Handwritten scribbles and a large oval mark.

76	3.967	3.117	2.725	2.492	2.335	2.220	2.133	2.063	2.006	1.958
77	3.965	3.115	2.723	2.490	2.333	2.219	2.131	2.061	2.004	1.956
78	3.963	3.114	2.722	2.489	2.332	2.217	2.129	2.059	2.002	1.954
79	3.962	3.112	2.720	2.487	2.330	2.216	2.128	2.058	2.001	1.953
80	3.960	3.111	2.719	2.486	2.329	2.214	2.126	2.056	1.999	1.951
81	3.959	3.109	2.717	2.484	2.327	2.213	2.125	2.055	1.998	1.950
82	3.957	3.108	2.716	2.483	2.326	2.211	2.123	2.053	1.996	1.948
83	3.956	3.107	2.715	2.482	2.324	2.210	2.122	2.052	1.995	1.947
84	3.955	3.105	2.713	2.480	2.323	2.209	2.121	2.051	1.993	1.945
85	3.953	3.104	2.712	2.479	2.322	2.207	2.119	2.049	1.992	1.944
86	3.952	3.103	2.711	2.478	2.321	2.206	2.118	2.048	1.991	1.943
87	3.951	3.101	2.709	2.476	2.319	2.205	2.117	2.047	1.989	1.941
88	3.949	3.100	2.708	2.475	2.318	2.203	2.115	2.045	1.988	1.940
89	3.948	3.099	2.707	2.474	2.317	2.202	2.114	2.044	1.987	1.939
90	3.947	3.098	2.706	2.473	2.316	2.201	2.113	2.043	1.986	1.938
91	3.946	3.097	2.705	2.472	2.315	2.200	2.112	2.042	1.984	1.936
92	3.945	3.095	2.704	2.471	2.313	2.199	2.111	2.041	1.983	1.935
93	3.943	3.094	2.703	2.470	2.312	2.198	2.110	2.040	1.982	1.934
94	3.942	3.093	2.701	2.469	2.311	2.197	2.109	2.038	1.981	1.933
95	3.941	3.092	2.700	2.467	2.310	2.196	2.108	2.037	1.980	1.932
96	3.940	3.091	2.699	2.466	2.309	2.195	2.106	2.036	1.979	1.931
97	3.939	3.090	2.698	2.465	2.308	2.194	2.105	2.035	1.978	1.930
98	3.938	3.089	2.697	2.465	2.307	2.193	2.104	2.034	1.977	1.929
99	3.937	3.088	2.696	2.464	2.306	2.192	2.103	2.033	1.976	1.928
100	3.936	3.087	2.696	2.463	2.305	2.191	2.103	2.032	1.975	1.927

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